The Spokesman

SUMMER 2009

Safety First at Local 25

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VISIT THE *Left Lane*

The "Left Lane" is the name of the new Teamsters Local 25 Store, which is housed in the Day Room at the headquarters at 544 Main Street, Charlestown, Massachusetts.

The store features a select number of different items offered on a seasonal basis: shirts, hats, jackets and sweatshirts. There will also be specialty items available throughout the year.

The store will be open from 8 a.m. to 1 p.m. Monday through Friday, and one hour before and one hour after the monthly meetings.

The store will accept cash, credit card or debit card.
For more information call
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The Spokesman

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Statement of Ownership, Management & Circulation

Date of Filing: January 7, 2008
Title of Publication: The Spokesman
Frequency of Issue: Quarterly
Location of Office: 544 Main Street Boston, MA 02129
Total: 15,000
Editor & Managing Editor: Sean M. O'Brien
Ownership: Local 25 Teamsters Union 544 Main Street Boston, MA 02129
Total # Copies: 15,000
Paid and/or requested Circulation: None
Free Distribution by Mail: 14,348
Free Distribution Outside the Mail: 652
Total Distribution: 15,000
Copies not Distributed: 652 (office use..etc)

Message from the President

The entire Local 25 leadership continues to work to protect your interests and the interests of your families.

–SEAN M. O'BRIEN
PRESIDENT/
PRINCIPAL OFFICER

Dear Brothers and Sisters:
We have passed the half-way point of 2009 and the economy remains battered. There are some hopeful signs that the economy will eventually turn around. However, the current situation remains unstable and workers remain under attack. With unemployment soaring, many workers are afraid they will lose their jobs. That uncertainty is hitting our Local 25 members hard—our freight and carhaul members have been especially hard hit.

The entire Local 25 leadership continues to work to protect your interests and the interests of your families. The current environment has not been easy. But with your continued support, we are persevering and we will succeed.

We have been dealt some setbacks. In April, in a 2-1 ruling, the U.S. Court of Appeals for the District of Columbia Circuit ruled that FedEx Home did not have to bargain with Local 25, even though a majority of workers at two area terminals voted to join Local 25. The court determined that the drivers are independent contractors and not employees.

The judge who dissented was appointed by President Clinton, while the two that ruled against the workers were appointed by George W. Bush and his father. So, if you don't think politics doesn't matter in this country, think again. This ruling is a clear example of why we must all work toward electing pro-worker candidates. The stakes are too high to remain apathetic, and this case shows that. If you don't contribute to DRIVE, the Teamster's political action committee, do so now. The money you contribute will go toward electing candidates who will stand up for your rights.

We have many challenges ahead. We are teaming up with the International Union to pass a bill—which already passed the U.S. House—that would make it easier for FedEx employees to form unions. Workers in FedEx's Express unit could vote locally to join unions under the plan rather than having to hold a national election to gain representation. Learn more at fedexwatch.com.

I am very proud of our members at Horizon Air Freight in East Boston. The Horizon workers, who voted to join Local 25 in August 2008, were fed up with the company's stalling tactics in contract negotiations. The group united for a four-day work stoppage, prompting the company to get serious. Then, the workers voted unanimously to ratify their first contract. They received the Teamsters Health & Welfare plan and made other substantial gains.

The Horizon workers' unity and strength is a lesson for all of us. We need to stand together to fight for justice for all Local 25 members. Together, there is nothing we cannot accomplish. By doing so, we will come out of these challenging times even stronger and bolder than before.

I wish you all a happy and safe summer, and I look forward to working with you in the coming months.

Fraternally,

Sean M. O'Brien
President/Principal Officer

Business Agent

Dedicated to Our Local Union Members

Secretary-Treasurer
Mark Harrington

I am pleased to report that the final two oil contracts were strongly ratified recently. The company, Heating Oil Partners, agreed to meet the industry standards that we had established over this past contract cycle. We were successful in attaining the 10 percent maintenance of benefits on pension. We also picked up solid wage increases of 60 cents, 60 cents, 65 cents and 70 cents in each of the years. The health and welfare rates were also gained, as was a tool allowance, boot and TWIC (Transportation Worker Identification Credential) card reimbursement for the drivers. I want to thank driver/steward Rich Steeves and service technician steward Ron Supino for their dedication and hard work.

At Aggregate Industry, with the assistance of Construction Director Gerry Godin, we successfully chased Tresca of two jobs and Aggregate was awarded the work. I want to thank all the members who came out on short notice and supported that effort.

At New Penn, the YRC pension dilemma has adversely affected our members' pension credits. President O'Brien is monitoring the situation on a daily basis to insure that whatever can be done will be done.

Our annual scholarship golf outing was held in June at the Windham Country Club in Windham, New Hampshire. Once again, we were fortunate with the weather. It was the only day in June that it didn't rain. We raised nearly $40,000. I want to thank co-chair Vice President John Murphy as well as coordinator Trish DiSilva for their great work. I also want to thank al the other volunteers for the same great effort. Our outing is unique compared to many others in that it is a members-first event. It's great to see our members having such an enjoyable day in these difficult economic times.

Once again it is an honor to serve you. Have a fun, safe summer.

Vice-President and Business Agent
John Murphy

Local 25 President Sean M. O'Brien and I are monitoring developments at YRC Worldwide, Inc. A subcommittee of the Teamsters National Freight Industry Negotiating Committee (TNFINC) is meeting with YRCW to attempt to negotiate a plan aimed at addressing the company's short-term operating cash needs. We have 300 members at Yellow, Roadway and New Penn who are watching this situation closely, and we will be updating members as soon as we learn more.

I want to thank everyone who helped on the picket line during the four-day strike at Horizon Air Freight in East Boston. After the strike, the members at Horizon ratified their first contract 23-0. It took the strike to get the company to finally get serious with contract talks. The result was very good. Horizon members are now in the Local 25 Health and Welfare plan, they have an extra holiday, more aggressive overtime language and better vacation language.

At Brand Scaffolding in Haverhill, we negotiated a severance package in which our members will get a week's pay for every year of service and they will get health and welfare benefits paid through July. The company shut down.

Thanks to everyone who helped get a contract at Marr Scaffolding in South Boston. After workers were prepared to go on strike, the company presented us with a good contract proposal, which members ratified. The four-year contract maintains health, welfare and pension benefits and provides $1-per-year wage increases.

We are still in the process of working on the transfer of the Tobin Bridge from the Massachusetts Port Authority (Massport) to the new state Department of Transportation. We're still working with Massport and lawyers in an attempt to determine seniority bumping rights.

At DHL, we had filed two arbitrations that went to the national level. The arbitrator sent those cases back to the parties for resolution. The cases are pending.

Thank you to everyone who participated in the 2009 Teamsters Local 25 Scholarship/Charity Golf Tournament, held on June 13 at the Windham Country Club in Windham, New Hampshire. We raised close to $40,000 this year. This was our 16th annual event, and it was once again sold out.

Have fun this summer.

Reports

Business Agent
George Slicis

Negotiations with Angelica Textiles Services dock helpers are complete and the group ratified the agreement—they are now Teamsters like the drivers. We were able to negotiate a new pay classification for the group and brought all of the members up to the same pay rate. They will also be incorporated into the drivers' contract and receive the same benefits as the drivers.

Sudbury 911 members recently ratified their contract, voting unanimously for a one-year deal with the pay increase retroactive to July 1, 2008. These negotiations were long and hard because it is a first contract and we need to set the foundation for future contracts. We will be starting negotiations again in July.

Local 25 President Sean O'Brien called a special meeting for all the UPS package-car stewards in New England Joint Council 10. The meeting addressed many ongoing issues that are taking place throughout the New England area. There were agents and principal officers who spoke at this meeting and they addressed why it is important that all the locals handle things the same way. The meeting was very informative and it gave the stewards from different states a chance to talk and compare what's going on in their areas. There have been some arbitration cases that UPS has won in certain parts of the country and the company thinks it will take us on in New England. President O'Brien made it loud and clear at this meeting "NOT IN NEW ENGLAND." If the company tries to take one local on, they take all of us on.

I hope you and your families have a good summer.

Business Agent
Tom Mari

Negotiations with the University of Massachusetts-Boston are complete and the patrolmen and sergeants ratified this three-year agreement unanimously. We were able to achieve 12 percent wage increases over the three years which will bring these members in line with the rest of the university system's police departments. The sergeants, who prior to this agreement were non-union, joined the Teamsters in late December of 2008 and will now enjoy all the benefits of the patrolmen contract going forward.

After negotiating for several months at the University of Massachusetts-Lowell, where we represent the entire police unit, the 911 dispatchers and the resident security officers, we reached a tentative agreement on May 29. The university's negotiator tried to put different language into the agreement, so I was forced to file labor charges with the Massachusetts Labor Board. I am confident we will resolve this issue and we can move on with the ratification and get these members what they rightfully deserve.

The city of Cambridge Highway Supervisors contract has been ratified by a 91-percent margin. This agreement has many improvements such as overtime after the regular work day and after the regular work week. Prior to these improvements, these members did not receive the overtime because of their supervisory role. They will also receive improved wages, holiday, vacation, and sick-time language.

In Tewksbury, where we represent the school nurses and all the administrators in the schools, the school committee is trying to impose a 10 percent reduction in hours and salaries. We have filed grievances for both groups and will also be filing labor charges if the town takes any action without negotiating this change. Tewksbury is one of the many municipalities that has been hit hard by the current economy. With that said, Teamsters Local 25 is committed to preserving the benefits the members have fought so hard for over the years.

Negotiations with the newly organized Medford CPL are on going and I hope to have a contract completed in the coming weeks.

At DHL the company is down to about 50 full-time employees. The job at DHL has changed significantly over the past several months. Most of the routes are covering several cities and towns that require lots of driving miles with many fewer stop counts than our members at DHL are use to doing. The company seems to be leveling out on the number of employees they will need to do business going forward. We were successful in winning a decision at the national grievance panel where the sitting arbitrator ruled in our favor. The issue was whether severed employees had the right to grieve shortages in their severance payouts. This means we can move forward at the Eastern Region panel with several grievances that will be worth upwards of $25,000 for four severed members.

Enjoy your summer.

Business Agent Reports

Business Agent
Bob McAllister

The summer so far has been a busy one. Negotiations with both the Continental Airlines and the United Airlines mechanics have been in full swing. With Continental, we have reached tentative agreements on several articles and hope to complete the non-economic proposals soon so that we can concentrate on the financial package. At United, we have spent much of the time working on improving the grievance procedure along with strengthening the layoff and recall language with respect to seniority.

We are finalizing the proposals for the members at Signature Flight Support and are looking to open negotiations soon. I want to welcome the 80 new Teamster members at Gate Gourmet, one of the companies that provide meals for the airlines. I have sent out contract surveys and will be working with Steward Rob Routolo to put the proposals together for the contract which expires at the end of the year.

The organizing campaign for the Continental fleet service workers is moving along well and we are planning a blitz weekend to reach out to all those workers in a show of support.

The Manfi drivers continue to provide the quality service that is needed to make efficient deliveries to the Stop & Shop Supermarkets. These drivers are doing a great job at keeping the company profitable while protecting their future. Thanks to all the members at all the companies we represent who work hard day and night to prove that Teamster workers are the best workers.

Happy summer to all.

Business Agent
Robert Fabrizio

I announced in the last Spokesman that a national company, First Transit, had won the bid with the Massachusetts Bay Transportation Authority, commonly known as the M.B.T.A., which contracts out to private vendors for their para-transit program known as The Ride. Teamsters Local 25 represented three out of the four vendors, whose contracts expired this past June 30. The M.B.T.A., announced last year that they were consolidating the areas of two of the three vendors which we represent in the next contract bid, those being Joint Venture in Hyde Park, and Kiessling Transit in Braintree. The M.B.T.A. announced that they had awarded the new five-year contracts to Veterans Taxi in Waltham, Gliss in Lynn and First Transit, which won the bid over Joint Venture and Kiessling Transit. I had reached out to First Transit back in April and was in the process of getting them to hire as many displaced members as possible from both Joint Venture and Kiessling Transit when I received a call that First Transit notified the M.B.T.A. that they would not be performing the service as of July 1, 2009 and that First Transit was walking away from the contract. The M.B.T.A. then gave the contract to the next lowest bid, which was Joint Venture. As of this writing, I am negotiating with Joint Venture to hire the displaced workers at Kiessling Transit. In doing so, I have been able so far to get Joint Venture to agree to hire the majority of the Kiessling members, honor their seniority along with dove-tailing the two seniority lists, and honoring the Kiessling members' rate of pay. There are some issues still to be resolved, along with fighting for the members that were not offered employment. Also, I have filed labor charges against all of these Ride contractors for unilaterally implementing an M.B.T.A. policy prohibiting the possession and use of cell phones without first bargaining with the union. I have also filed cases at the American Arbitration Association on behalf of those members disciplined because of this policy.

As of this writing I am still in negotiations with Americold Logistics, a cold-storage warehouse in South Boston. I am also preparing to start negotiations with Kuehne & Nagel, a logistics company in Franklin. Their contract expires this August. I will report more on these negotiations in the next issue.

I have several new stewards that I would like to welcome aboard: Jim York at the Stop & Shop distribution center in Freetown, and Somar Ramos at Veterans Transportation in Waltham.

I also had a stewards' election at Peter Pan Bus Lines in Chelsea. Shop Steward Bill Thomas was overwhelmingly re-elected by the members. Congratulations to all of the candidates.

The Stop & Shop Distribution Center in Freetown held their third annual health fair this past May, and Teamsters Local 25 was present again, presenting information about all our services that we offer from the women at the Health & Welfare offices in both Charlestown and Stoughton, along with Teamsters Care pharmacy. Staff answered questions and gave out goodies. Also present were Teamsters Local 25 Credit Union staff signing up new members. Larry Fleury from the Teamsters New England Pension fund Office let the members

know how much of a pension they were going to receive when they reached retirement age. Linda Roggerio from Regan Associates Pre-Paid Legal Services answered legal questions our members had. Thanks to all of you, we were able to provide and educate everyone on the benefits and services that Teamsters Local 25 provides for our members.

Have fun this summer.

Business Agent

Dave Pietroforte

Members at the East Boston Neighborhood Health Center ratified their contract recently. The workers maintained their current language and made gains in seniority language.

At Atlas Paper in Woburn, we've had four contract negotiation meetings. We are facing challenges on pension issues, but will continue to work hard to address our members' retirement security.

In arbitration case news, an arbitration at Gilman Brothers has been postponed until August. At Xpedx in Wilmington, we won a case in which the company tried to move around workers' scheduled holidays. Another case has been settled at Xpedx resulting in the night shift receiving 8 hours of pay, including overtime pay. A third case is still pending.

At Chelsea 911, we won an arbitration case resulting in getting a steward back to work, and the labor charges were dropped.

In Everett, three arbitration cases are pending. One involves an unjust suspension. A second involves a termination. The third involves working outside a member's pay grade.

At Lowell Brothers-Bailey in Chelsea, we filed for arbitration after the company refused to honor contract language for sick pay and vacation pay. I'm waiting for hearing dates in that case.

At Sears in Norwood, we filed for arbitration in a case related to unjust termination. A hearing is scheduled in early July, and I will relay the results of this case and the others in the next Spokesman.

Enjoy your summer.

Business Representative

Gerry Godin

Since the last Spokesman, I've been very busy negotiating contracts for our members. In fact, I have negotiated 17 contracts. There have been no concessions, and they are all great agreements. I want to thank all the members who helped assist me in these negotiations over the past several months.

Nine of the 17 contracts were construction agreements. In the construction agreements, we won well over $2 an hour in increased benefit contributions in the first year alone, with no concessions.

The construction contracts that were negotiated and subsequently ratified were Mon Landscaping, Terra Drilling, Salah and Pecci, New England Foundation, Climo, L & H Equipment, North American Site Developers, Gioioso Brothers and T. Gioioso and Son.

There were eight regular agreements. These include Waldo Brothers, First Student, New England Mill Work, Beacon Sales, Cutter Atlantic Refactory, Catalano Brothers and Sunrise Scavenger, a new rubbish company.

Despite the tough economic climate, we made many great gains in these contracts. For example, at First Student the average wage increase was $3.50 to $4 per hour in the first year of the contract. Workers also got prepaid legal services for free as well as dental and vision insurance for free.

At Sunrise Scavenger, it was the first time in 20 years Local 25 was able to get a rubbish company to come back into the Teamsters Health & Welfare Plan. This means that members will now receive benefits at no cost over the five years of the contract, with 100 percent coverage.

I am proud of what we achieved together, and I look forward to representing you under these strong Teamster contracts. Again, thank you to everyone who helped out to win these great agreements.

Enjoy the summer season.

Teamsters, YRCW Exchange Proposals to Save Freight Jobs

A subcommittee of the Teamsters National Freight Industry Negotiating Committee (TNFINC) and YRC Worldwide, Inc. (YRCW) exchanged proposals in late June, as both sides attempted to negotiate a plan aimed at addressing the company's short-term operating cash needs.

As this edition of The Spokesman went to press, the TNFINC subcommittee was reviewing the proposal. The negotiations were taking place at the Teamsters' Headquarters in Washington, D.C.

The goal is to help keep YRCW in business to protect 32,000 Teamster freight jobs, including the jobs of 300 members of Local 25.

"We will work with the TNFINC to do whatever is necessary to save our members' jobs," said John Murphy, Local 25 Vice President and Business Agent.

On June 18, more than 200 leaders of Teamster freight local unions unanimously agreed to give the TNFINC the authority to negotiate with stakeholders in an effort to help address YRC Worldwide, Inc's need for more operating cash.

Meeting in Chicago, the freight local union leaders voted on the motion to negotiate after hearing both internal and independent analyses provided by financial consultants. On Wednesday, June 17, union leaders met with officials from the various pension funds to discuss the situation.

Any plan TNFINC negotiates with stakeholders—that is agreed upon—would require a vote of approval by YRCW Teamsters. The stakeholders include pension funds, banks, the company and the union.

The Teamsters believe these actions, if undertaken along with similar commitments from other stakeholders, will provide the company with significantly enhanced liquidity to operate through the current recession.

Teamsters General President Jim Hoffa and National Freight Division Director Tyson Johnson explained the situation to local leaders, who unanimously stood behind the union's efforts to protect the interests of its freight members.

"Our primary goal is to make sure that YRC survives and that Teamster jobs and benefits are protected," Johnson said. "YRC has proven over the years that it is a viable company. Our members have worked hard to keep YRC strong and we are going to do everything we can to keep Teamster jobs and benefits safe."

TNFNIC will keep local unions and members informed of all developments regarding negotiations and updates will be posted on www.teamster.org.

Teamsters Praise U.S. House Passage of Bill Targeting FedEx

Bill Would End FedEx's Manipulation of Labor Law

On May 21, 2009 the Teamsters Union praised the U.S. House of Representatives for passing the FAA Reauthorization Bill, 277-136.

The bill includes a key provision closing a loophole allowing FedEx Corp. to misclassify thousands of workers. Teamsters Local 25 and the International Union have ramped up their lobbying efforts to pass the Express Carrier Employee Protection Act. This measure would remove FedEx from its status as the only company of its kind allowed to classify its package delivery workers under the Railway Labor Act (RLA). Package delivery workers in other companies are classified under the National Labor Relations Act (NLRA).

"This loophole has allowed FedEx to have an unfair competitive advantage and makes it extremely difficult for FedEx employees to obtain the same union representation and benefits as their counterparts working at United Parcel Service," said Sean M. O'Brien, President and Principal Officer of Teamsters Local 25.

The bill will now head to the Senate for a vote, though no date has been set. The express carrier measure stipulates that employees of an express carrier are covered by the RLA only if their work relates directly to aircraft operations (such as aircraft mechanics). Employees who have nothing to do with aircraft operations (sorters, drivers, truck mechanics and package delivery drivers) will be covered under the NLRA.

As a result of the House of Representatives vote, FedEx CEO Fred Smith vowed to cancel a $10 billion contract to purchase Boeing 777 planes, and "destroy members of Congress" if FedEx Express workers were moved under the National Labor Relations Act (NLRA).

"It's astonishing that Fred Smith and his flacks will go to any length to boost FedEx's profits at the expense of American workers and the economy," said Ken Hall, Director of the Teamsters Package Division. "By threatening to destroy members of Congress, FedEx's efforts to manipulate the American system of government have crossed the line."

FedEx Meeting Gathers Business Agents, Stewards

On June 12, over 120 stewards and their business agents from all over New England came together at the Local 25 headquarters in Charlestown under the direction of Local 25 President Sean M. O'Brien to discuss organizing efforts at FedEx, and to discuss contract issues at the company.

O'Brien also serves as the President of Joint Council 10 of New England and is Co-Chair of the New England Area Panel Grievance Committee.

Christy Bailey from the International Union's Field Action Department gave an overview about the legislative plan to remove FedEx from the Railway Labor Act, which would make it much easier to organize FedEx Express. The attendees also heard from Attorney Rene Bushey from Feinberg, Campbell and Zak, who discussed the recent FedEx decision by three judges from the 9th Circuit Court of Appeals in Washington, D.C. to dismiss the Local 25 NLRB election results. The NLRB had ruled that FedEx Home Delivery drivers were employees and not independent contractors, but the higher court dismissed that ruling.

"This seminar for business agents and stewards was the first of its kind in New England," O'Brien said. "We covered a great deal of very useful information in a short period of time. I think it went well!"

Local 25 Business Agent George Slicis led a panel with Local 653 Business Agent Brian McElhinney titled: "How to Deal With Difficult Routes."

"The day-long event was very informative. It was great to hear what the other UPS stewards across New England are facing in their workplaces," said Adam Strout, steward at UPS in Watertown.

Calendar of Events

July 2009	**July 4**	Independence Day
	July 26	Parents' Day
August 2009	**August 4**	International Brotherhood of Teamsters Organized, 1903
	August 22	International Brotherhood of Teamsters joins American Federation of Labor, 1920
	August 26	Women's Equality Day, 19th Amendment, 1920
September 2009	**September 7**	Labor Day
	September 11	Patriot Day
	September 15	National Hispanic Heritage Month begins *(September 15th –October 15th)*
	September 18	Rosh Hashanah
	September 20	General Membership Meeting 10:00 A.M. Union Hall, 544 Main Street Charlestown, MA 02129 *(Nominations for Local 25 Officers & Agents)*
	September 26	Blood Bank 9:00 A.M. – 2:00 P.M. Union Hall, 544 Main Street Charlestown, MA 02129
	September 27	Change-To-Win Coalition formed 2005
	September 28	Teamsters Local 25 Organized in 1900

SAVE THE DATE: *Sunday October 18, 2009*
Autism Speaks Walk – Suffolk Downs 10:00 A.M.

Local 25 Members' Children Receive Nearly $60,000 in Scholarships

Money Will Go Toward Rising Tuition Costs

Sponsored Scholarships are as follows:

George Rodrigues Memorial Scholarship Award
Kevin F. Harrington, Sr. Scholarship Award
Joseph C. Conlon Memorial Scholarship Award
Feinberg, Campbell & Zack Scholarship Award
Teamsters Local 25 Group Legal Services Plan Scholarship Award
Teamsters Local 25 Retiree Chapter Scholarship Award
The Francis Ciccarelli Memorial Scholarship Award
Aetna Labor Division Scholarship
David Smith Memorial Scholarship

Local 25's 2009 Scholarship Ceremony was held on Sunday, May 17, 2009, during the General Membership meeting, and close to $60,000 in scholarship money was awarded to 29 children of Local 25 members.

This ceremony is one of Teamsters Local 25's favorite and proudest days. This is the most Local 25 has ever awarded, thanks to the generosity of nine Sponsored Scholarships.

"We are very proud to be able to support our members' children with their higher education," said Sean M. O'Brien, Local 25 President. "Teamsters Local 25's goal is to be able to provide many more scholarships to our membership in the future. Each year we host a charity golf outing and the funds go directly into our scholarship program."

This year Local 25 had a new Sponsored Scholarship, which is called the David Smith Memorial Scholarship. The sponsor is our own member Kevin Kelleher and the Gentlemen's Gym Boxing Club. The scholarship is in memory of David Smith, Kevin's good friend & co-founder of the Boxing Club.

President O'Brien presented each student a scholarship plaque in front of the membership. Local 25 surprised the recipients with a drawing of two Dell laptops, which were generously donated by Sea Change Systems, Inc. President O'Brien had Secretary-Treasurer Mark Harrington pull the two lucky winning tickets. The winners were Eric Bresnahan and Samantha Calarusso. We thank Sea Change Systems, Inc. for adding such an important and special touch to this program.

If you would like to help build our Scholarship fund, you may send a donation to the Teamsters Local 25 Scholarship Fund Inc., which is a 501© 3 Charitable Fund.

Safety First at Local 25

26 MEMBERS RECEIVE HAZMAT TRAINING FROM INTER

From April 4-10, 26 members of Local 25 participated in 48 hours of training as part of the International Brotherhood of Teamsters Hazardous Material Instructor Training Grant.

"The safety and health of our membership is a top priority for me as the Principal Officer of Local 25," said Local 25 President Sean M. O'Brien. "As a rank-and-file member from the rigging industry, I know how valuable it is to take the proper safety precautions while on the job."

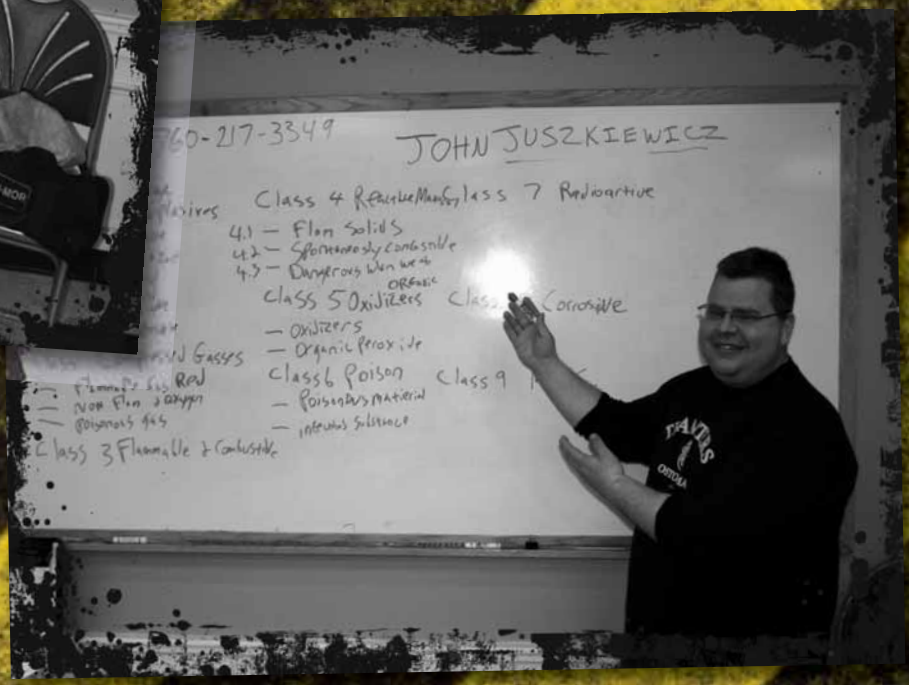
The goal of the training was to educate workers who handle hazardous materials (hazmat), who will then in turn provide hazmat safety training to their co-workers.

Upon completion of the training, the participants will be equipped to provide Local 25 members with an increased understanding of the risks involved in transporting hazmat, the skills and knowledge necessary for the proper handling of hazmat, the relevant requirements that have to be met, and the need for performing their duties in a way that will ensure safety of themselves, their co-workers and the community.

"This was a tremendous training course, and I appreciated the opportunity to participate and learn how to better protect myself and my fellow workers from hazards in the workplace," said Tim Halloran, steward from trucking company New Penn.

The 48-hour class was designed to prepare new instructors to teach the U.S. Department of Transportation (DOT) Hazmat Transportation Safety and Security Awareness Course. Each "Train-the-Trainer" course is taught by experienced International Union mentors. The curriculum of the course allows newly trained trainers to conduct training for rank-and file members in their local/work area while being evaluated and assisted by International Union mentors.

NATIONAL UNION'S SAFETY AND HEALTH DEPARTMENT



L to R: Clayton Mobiley Manfi / Stop & Shop, Mark Harrington Secretary-Treasurer Teamsters Local 25

L to R: Ken MacNeil, John Murphy, Tom Sodergan, Jocko Yandle

L to R: Mark Harrington, Wayne Musgrove, George Kelly, Dennis Murray

Golf Tournament Raises Nearly $40,000 for Scholarships

16th Annual Event a Huge Success

The 2009 Teamsters Local 25 Scholarship/Charity Golf Tournament was held on Saturday, June 13, 2009, at the Windham Country Club in Windham, New Hampshire. As you all know, June has been a wet month, but our tournament had one of the few beautiful sunny days!

This year we were able to raise close to $40,000 for our scholarship program through our sponsors and raffle donors. This is our 16th year putting on our golf tournament, which is always sold out! This is a fun-filled day when everyone comes together—members, sponsors, officers and agents. It is really amazing that through these difficult times in this economy, our friends and members are always ready to help us achieve our goals.

We had many sponsors that donated to this tournament; we would especially like to thank our GOLD Sponsors:

- *Capital Waste Services Inc.;*
- *Consolidated Service Corporation;*
- *Feinberg, Campbell & Zack;*
- *Regan Associates, Chartered Teamsters Local 25 Group Legal Plan; and*
- *The Stop & Shop Supermarket Company, LLC.*

NEW ENGLAND TEAMSTERS
FEDERAL CREDIT UNION

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Are you on our TEAM?

At the TEAMsters Credit Union we help our members every day!

- Save money for a rainy day.
- Save money for retirement.
- Lower Auto Loan rates.
- Lower Mortgage rates.
- No fee Checking Accounts.
- No fee Visa Cards.

Become a member of our TEAM!

- Open a Savings Account Today
- Apply to refinance your Auto or Mortgage Today!
- Sign up for Payroll Deduction.

ATTENTION RETIREES

Effective June 15, 2009 the New England Teamsters Pension Fund will now allow retirees to Split their monthly check to be Direct Deposited to the New England Teamsters Federal Credit Union and your Local Bank.

Call 1-800-343-7126 Opt # 6 for more details.

TeamstersCare

Board of Trustees
Teamsters Union 25
Health Services &
Insurance Plan

Sean M. O'Brien
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Employer Trustee

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John D. O'Reilly
Employer Trustee

TeamstersCare Notes

Thank you Stop & Shop…for inviting us to participate in your annual Health Fair! Staff from our Pharmacy, Dental, Mental Health, Audiology, and Member Services Departments joined Business Agent Bob Fabrizio onsite to share information about TeamstersCare benefits. Below are some candid shots from this event.

36 TeamsterKids' ears examined at another successful Hearing Screening Day at the TeamstersCare Audiology Office in Charlestown. Good hearing is an important tool for learning. If you missed the event and want to have your child's hearing checked, please call the Charlestown Appointment Desk. Go to www.teamsterscare.com to see photos of Kid's Hearing Day.

159 The number of men who participated in the Prostate Screening Clinic at TeamstersCare last year. Prostate screening should be considered for men age 50 and above and those age 40 and above who are at increased risk (African American men and/or those with a family history of prostate cancer). If you have questions about prostate screening, you should discuss them with your primary care physician. *Remember, you must schedule an appointment for the Prostate Cancer Screening.*

TeamstersCare 2009 Prostate Cancer Screenings

Charlestown Local: 617-241-9220 Within MA: 800-442-9939 Out of State: 800-225-6135	Saturday, September 26, 2009	9 am – 11 am
Chelmsford Local: 978-256-9728 Toll Free: 800-258-2111	Saturday, November 7, 2009 Monday, November 9, 2009	9 am – 11 am 6 pm – 8 pm
Stoughton Local: 781-297-7360 Toll Free: 877-326-1999	Saturday, November 14, 2009	9 am – 11 am

189 The number of TeamstersCare *Active* Members who have earned $100 HIP $$$ (Healthy Incentive Program for *Active* Members) by completing a Personal Health Assessment online. This $100 is added to your HIP account to use for reimbursement for qualified healthcare expenses. A Personal Health Assessment is a confidential questionnaire about lifestyle, medical history, family history and other important factors which helps you actively manage your health. It takes only 20 minutes to complete and details are available @ www.teamsterscare.com.

1,158 The number of TeamstersCare Members who received flu vaccines through our Wellness Program at TeamstersCare in 2008. If you are interested in receiving the flu vaccine this fall at one of our TeamstersCare locations, *please note the dates and times below.* Vaccines are open to eligible members, spouses, and retirees only; dependent children are not covered through this program.

TeamstersCare 2009 Flu Vaccine Program

Charlestown Local: 617-241-9220 Within MA: 800-442-9939 Out of State: 800-225-6135	Thursday, October 8, 2009 Saturday, October 24, 2009	10am – 2pm 10am – 4pm
Stoughton Local: 781-297-7360 Toll Free: 877-326-1999	Thursday, October 15, 2009 Saturday, October 17, 2009	10am – 2pm 10 am – 4 pm
Chelmsford Local: 978-256-9728 Toll Free: 800-258-2111	Thursday, October 29, 2009 Saturday, October 31, 2009	10 am – 2 pm 10 am – 4 pm

TeamstersCare Directory www.teamsterscare.com

Charlestown Office
16 Sever St.
Charlestown, MA 02129
Administration • Audiology
Dental • Member Services
Local Tel: 617-241-9220
Within MA: 800-442-9939
Out of State: 800-225-6135
Fax: 617-241-8168

Charlestown Pharmacy
552 Main St.
Charlestown, MA 02129
Local Tel: 617-241-9024
Toll Free: 800-235-0760
Fax: 617-241-5025

Stoughton Pharmacy
1214 Park St.
Stoughton, MA 02072
Tel: 781-297-9764
Fax: 781-297-9370

Stoughton Dental Office
1214 Park St.
Stoughton, MA 02072
Tel: 781-297-7360
Toll Free: 877-326-1999
Fax: 781-297-7830

Chelmsford Dental Office
4 Meeting House Rd.
Chelmsford, MA 01824
Tel: 978-256-9728
Toll Free: 800-258-2111
Fax: 978-256-9846

Mental Health Office
16 Sever St./Sullivan Square
Charlestown, MA 02129-1305
24-hour Toll Free
Tel: 800-851-8326
Fax: 781-321-6501

A Message from Steven R. Sullivan

Director of Organizing & Government Affairs

Our organizing efforts at Horizon Air Freight finally came to fruition in May after a four-day work stoppage. The drivers voted 35-15 on August 7, 2008 to join Local 25. After the labor stoppage, the workers received the Teamsters Health & Welfare plan, increased wages, an additional holiday, and better overtime language. The Horizon Air Freight case is a perfect case study about why workers who want to join unions need the Employee Free Choice Act.

The Employee Free Choice Act covers the following:

1. Certification on the basis of signed authorization cards
2. First contract mediation and arbitration
3. Stronger penalties for violations while employees are attempting to organize or obtain a first contract
4. Mandatory applications for injunctions
5. Back pay (3 times back pay for wrongful dismissal)
6. Civil penalties up to $20,000

The Continental fleet service workers have been reaching out to the Teamsters in large numbers and the Teamsters are ready to fully support them in a joint Teamster/ramper effort to build a strong union.

The Teamsters currently represent the mechanics at Continental who enjoy one of the best contracts in the industry. Continental fleet service workers need their own strong contract to ensure fair, consistent and respectful treatment.

It's time rampers had a strong voice that only a strong Teamster contract can bring. Local 25 has almost 100 Continental fleet service workers in our jurisdiction.

I want to thank President O'Brien for his patience with the Organizing Staff. These are unprecedented economic times and workers have been very reluctant to put their necks on the line to join a union. Local 25 continues to be a selection for workers, we just need some time for the economy to turn in our favor.

Local 25 Remembers **GREGORY MACDONALD** Five Years Later

On March 16, 2004, Gregory MacDonald was killed on the job while working at Breyers Good-Humor Ice Cream in Framingham. Brother MacDonald was crushed to death by a forklift while packing ice cream onto a shipping skid.

"Our goal at Local 25 is do everything in our power to make sure our members go home from work to their families everyday," said Sean M. O'Brien, President of Teamsters Local 25. "Unfortunately for Greg MacDonald, he did not go home that fateful day in March of 2004. It is important to make sure our members take advantage and create safety committees in their workplaces."

Newly Formed **TEAMSTER HORSEMEN** Motorcycle Club Raises $2,400

The newly formed Teamster Horseman Motorcycle Club raised $2,400 for Autism Speaks as a result of their first annual *"Ride for Autism"* held on June 7.

A special thanks goes out to:

Craig Wilcox
John Linscott, *President*
Steve Victoria, *Secretary/Treasurer*
Rob Lee
Lynn Soares
Tom Lavoie
Bill Tarushka
Rusty Frizzell
Doug Francey
Kerry Mason
Carl Mason
Richard Doyle
Danny Vaudry
Karin Mello
Paul Weidenbach
Virgil Troiani
Jim & Cathy Williams
John Manley

Blood Bank

Name	Company	Times/Gallons		Name	Company	Times/Gallons	
Tim Ahearn	YRC	7	0.875	Stephen S. Drago	US Foodservice	44	5.5
Rick Anderson	Manfi Leasing /Stop & Shop	27	3.375	Katherine Durfee	Retired	17	2.125
Sarojini Anderson	General Public	1	0.125	Mike Erelli	Yellow Freight	33	4.125
Mary Ann Arabadjis	Union Hall	1	0.125	Paul Fawcett	Local 653	2	0.25
William Asaro, Jr.	Catalano	7	0.875	Robert J. Ferrara	NE Theatrical	43	5.375
Richard Baldsy	General public	1	0.125	Richard Foppino	Retired	43	5.375
Irving P. Balkman	Retired	165	20.625	Doug Francey	APM	32	4
Jefferey Bamford	NE Theatrical	9	1.125	Dick Frank	Cambridge DPW	41	5.125
Anthony Barrone	RIS Paper	58a	7.25	Elizabeth Fula	FEDEX	8	1
Alice Bavaro	Retired	30	3.75	Greg Gigg	YRC	34	4.25
John Benson	General Public	16	2	Edward Giglio	General public	10	1.25
Warren Boisvert	Yellow	30	3.75	Helen Giglio	Everett	10	1.25
Jerry Bolton	Retired	63	7.875	Janet Guazzaloca	UPS	15	1.875
Katherine Bourque	General Public	2	0.25	Philip Haley	Marr Scaffolding	5	0.625
Tina Boyd	General Public	1	0.125	John W. Hannon	Retired	65	8.125
Leo Breen	Retired	2	0.25	Jim Harris	Heating Oil Partners	9	1.125
Robert Burns	Retired	88	11	Bob Harty	Retired	46	5.75
William Campbell	Waldo Brothers	6	0.75	Roger Hendrix	Manfi Leasing /Stop & Shop	29	3.625
Frank Cause	UPS - Chelmsford	2	0.25	Ed Hilton	City of Cambridge	7	0.875
Joe Cerilli	Shaughnessy & Ahern	3	0.375	Amber Hoeft	General Public	6	0.75
William Chambers	General Public	11	1.375	Eugene Hurley	YRC	37	4.625
Karen Chapdelaine	General Public	3	0.375	Richard Janerico	Retired	4	0.5
Jason Clark	DiSilva Trans	2	0.25	Charles Johnson	Retired	30	3.75
Joe Cochran	Retired	42	5.25	Thomas Jurgen	UPS	3	0.375
Jim Coggins	Retired	28	3.5	John Juszkiewicz	UPS	21	2.625
Myles Colleran	Waste Management	1	0.125	Bill Kelley	United Liquors	30	3.75
Paul F. Copithorne	Retired	82	10.25	Don Kelley	Admiral Metals	15	1.875
John Curran	YRC	37	4.625	Greg Kerwood	UPS - Somerville	14	1.75
Fred Dean	Retired	15	1.875	Paul Kirby	Admiral Metals	24	3
Dan Dellucci	Ris Paper	13	1.625	Eleanor Laffey	UPS - Somerville	7	0.875
Joe Destasio	Retired	55	6.875	J.P. Lally	Union Hall	1	0.125
Daniel Donohoe	Global	9	1.125	Kevin Lally	Retired	77	9.625
Michael Downey	General Public	19	2.375	Dave Langan	Retired	148	18.5

Name	Company	Times/Gallons	
Joseph Laplante	GD Mathews	14	1.75
Patti Lapointe	Teamsters care	64	8
Helio Leah	YRC	1	0.125
Sandra Libby	General public	1	0.125
Jamie Litchfield	HHCC	3	0.375
Al Littlefield	Stop & Shop	14	1.75
Brian MacLeod	Shaughnessy & Ahern	10	1.25
Ron Mahoney	Retired	65	8.125
John Manley	Manfi Leasing /Stop & Shop	3	0.375
Bob McAllister	Local 25	116	14.5
Andrew McDonnell	General Public	1	0.125
Tom McGarty	NE Theatrical	6	0.75
Mike McGrath	US Foodservice	45	5.625
Paul McGrath	General Public	13	1.625
James Mercogliano	C. Gilman	2	0.25
Gail Michalski	Alliance	18	2.25
Marcelino Miranda	UPS	13	1.625
Robert Monteforte	UPS - Somerville	11	1.375
Ronnie Moran	Retired	124	15.5
Tom Moskaluk	Arlington Coal & Lumber	7	0.875
Hugh Murphy	DCR	35	4.375
John J. Murphy	Retired	170	21.25
Tom Murray	City of Everett	6	0.75
Kevin R. Nangle	NPME	36	4.5
Tommy Nasson	Global - Chelsea	100	12.5
George Newman	BLET Local 57	1	0.125
Joseph Nolette	City of Everett	3	0.375
Steve Nordahl	Aggregate	21	2.625
John O'Connor	Admiral metals	15	1.875
Joseph O'Connor	Freemon Braintree	1	0.125
Michael Pagliano	New Penn	84	10.5
Tom Pennell	Retired	57	7.125
Armand Pepin	Manfi Leasing /Stop & Shop	8	1

Name	Company	Times/Gallons	
Greg Perkins	City of Boston	3	0.375
Eddie Petit, Jr.	Union Hall	23	2.875
Kevin Power	Brewer	89	11.125
Ed Reale	Retired	16	2
Denise Robicheau	General Public	4	0.5
John Rogers	UPS - Somerville	3	0.375
Henry Rosati	Retired	15	1.875
Philip Savoy	Coan Oil	39	4.875
Paul Sharpe	Retired	91	11.375
Dan Splaine	Retired	130	16.25
Tom Sullivan	Global - Chelsea	48	6
Fred Sutera	Union Hall	56	7
Annabelle Torino	General Public	21	2.625
Robert Torino	General Public	20	2.5
James Torrey	UPS- Chelmsford	19	2.375
Charlie Vaughn	Retired	40	5
Peter Walsh	General Public	1	0.125
Jack Ward	Retired	114	14.25
E.P. Wedge	Retired	2	0.25
Angela Withun	General Public	7	0.875
Greg Wood	Coan Oil	11	1.375
Jim Woods	Retired	41	5.125

*Donors highlighted in red are monthly clock winners.

Local 25 Public Sector Members Meet with House Speaker

Group Talks About Key Legislation on Beacon Hill

On May 5, 2009 seven members of the newly formed Teamsters Local 25 Public Sector Legislative Action Committee held a meeting with Massachusetts Speaker of the House Robert A. Deleo (D-Winthrop).

The purpose of the meeting was to discuss state legislation that would adversely affect our members in the public sector. Members of the committee discussed with the Speaker how important local aid was to the cities and towns, the benefits of destination resort casinos, and the ongoing practice of misclassifying workers in the Commonwealth.

L to R, Front Row: Tom Mari, Business Agent Teamsters Local 25; Maureen Morris, Steward, City of Cambridge; Carol Douglas, Steward, Town of Winthrop; Massachusetts House Speaker Robert A. Deleo; and Renalda Chambers, City of Cambridge. L to R, Back Row: Frank Barrett, Steward Town of Watertown; Steve Sullivan, Local 25 Director of Organizing and Government Affairs; and Dave Pietroforte, Business Agent.

May 6, 2009

Speaker of the House Robert A. DeLeo
Room 356, State House
Boston, MA 02133

Dear Speaker Deleo:

I am writing to thank you for hosting a meeting on Tuesday May 5th, 2009 with members of the newly formed Teamsters Local 25 Public Sector Legislative Action Committee. As stated at the meeting, Local 25 is committed to working with you as you try to balance the state budget during these tough and unprecedented economic times.

The members of our Public Sector Legislative Action Committee are all keenly aware of the financial hardships their respective municipalities are facing. We all know that there is an undercurrent of conservatives who don't believe in public service, and proper funding of government programs. To continue our dialogue, we would like to make our membership available to you and your leadership team to discuss the impact of any and all pieces of legislation you are considering that could adversely or favorably affect our local union.

We are allies in this mission to properly fund the cities and towns of the Commonwealth of Massachusetts.

Thank you again, for setting aside your valuable time to speak with our members.

Sincerely,

SEAN M. O'BRIEN
President / Principal Officer

"We had a great meeting with the Speaker," said Carol Douglas, steward for the Town of Winthrop Clerical workers. "He listened and appreciated our concerns as public sector workers."

State officials predict an almost $2 billion shortfall in revenue for the fiscal year 2010 state budget.

"It is important for our rank and file membership to be part of our lobbying efforts on Beacon Hill," said Sean M. O'Brien, President and Principal Officer of Teamsters Local 25. "Our members put a face to what these proposed budget cuts mean to our local union."

Horizon Air Freight Workers Win Contract

L toR: Willie Peterson, Mark DeMoor, Willie Hall

Edwin Guzman

Victory Comes After Four-Day Strike

After a four-day work stoppage, the newly organized members of Horizon Air Freight in East Boston ratified their contract 23-0.

The new contract yielded the Teamsters Local 25 Health & Welfare plan, an extra holiday, more aggressive overtime language and better vacation language.

The workers at Horizon voted to join Local 25 by a 35-15 vote in August of 2008. Subsequent to the National Labor Relations Board election, the company stalled negotiations, forcing the workers to go on strike in May.

"My fellow workers and I had enough of the company's stalling tactics and stood in solidarity on a picket line for four days. The contract we got was worth fighting for," said Tom Masterson, steward at Horizon.

The Freight Forwarding industry has been ripe for organizing in the recent past.

"Our goal is to organize the Freight Forwarding industry. The workers in this industry deserve better treatment and a more competitive wage and benefit package," said Sean M. O'Brien, President of Teamsters Local 25.

Stewards

Spotlight

Mark Sullivan

Steward, Stop & Shop

For 16 of the 25 years Mark Sullivan has worked for Stop & Shop, he has served his union and his co-workers as a shop steward. The reward of helping people is what keeps Sullivan coming back year after year.

"I do it because I like helping people. It goes back to making sure that our contract is followed and our members are represented," Sullivan said. "You really have to have the ability to look at both sides of the story."

Sullivan is a truck driver for the grocery company located in New England, New York and New Jersey. He and his co-workers are responsible for transporting goods from warehouses to stores.

Because Sullivan works for such a large company, being a shop steward keeps him on his toes. Sullivan is glad that his co-workers trust him, however. As a shop steward, he does his best to exude Teamster confidence and pride and encourages all Teamsters to do the same.

"To be a Teamster is to be the best and to give your all to the union and to the job. You have to perform in both situations," Sullivan said. "I'm very proud to be a Teamster."

Sullivan added that the other side to being a Teamster is knowing you have some of the best representation and benefits unions have to offer. Because pride is synonymous with the Teamster name, Sullivan believes all Teamsters work a little harder than their non-union counterparts.

When Sullivan isn't working, he enjoys spending time with his wife and three daughters. He is also an avid gardener who grows a variety of fruit including apples, pears, blueberries and raspberries.

Andy Walsh

Steward, P. Gioioso & Sons, Inc.

Andy Walsh has been a shop steward for about five years, and it is a role that he takes very seriously. Walsh brings his co-workers to union meetings, advises them on their rights in the workplace and educates them on their Teamster contract.

Walsh, a 12-year Teamster, has worked as a truck driver for the construction company in Hyde Park for seven years. Walsh decided to run for the shop steward position when another coworker retired.

"I was taking classes at a labor school here locally and had been a temporary steward on the job. I wanted to help educate my co-workers," Walsh said.

Walsh and his 27 co-workers are often spread across multiple job sites throughout the state, so Walsh has the added challenge of keeping in touch with all of his co-workers via telephone and email on a daily basis. But he makes it work and is there for his co-workers.

"This company is newly organized, in the last nine years, so this is the first union job a lot of the members have had and they are becoming more informed about the union," Walsh said. "There are also a lot of Portuguese members who came to America for better jobs, and they are learning the systems that are in place to protect them."

Walsh admits he may not have thought much about health insurance or retirement when he was younger, but says that once he became a family man, his priorities changed.

"The positives of our contract are what we've collectively bargained. It's the wages, the insurance and the security. It's being represented by such a great organization," Walsh said.

A second-generation Teamster, Walsh advises other Teamsters to be thankful.

"The previous generation fought and paid a heavy price for our current working conditions," Walsh said. "Be thankful for the more than 100-year-old organization that has provided so many with a good quality of life."

Tom Masterson

Steward, Horizon Air Freight

Although Tom Masterson hasn't been a Teamster for very long, he knows that the Teamsters represent the best professionals in every industry. Being a Teamster is about pride, Masterson said. And being a shop steward for the Teamsters is something Masterson takes seriously.

Masterson is a truck driver for Horizon Air Freight Service in East Boston and he has been employed with the company for nearly 17 years. Masterson and his co-workers voted to join the Teamsters last August and recently ratified their first Teamster contract.

Masterson was nominated by his co-workers to be a shop steward and he gladly accepted the position.

"Being a shop steward takes a lot of dedication. I put a lot of time in to help the other guys and answer questions, but I wouldn't have it any other way," Masterson said. "It feels great to be a Teamster."

Masterson is dedicated to his union and his co-workers. He understands the benefits of union protection and will help anyone who needs it. He encourages Teamsters everywhere to hold their heads high with pride and relish the strong traditions and power of the union.

"I have no fear of the company. I know the Teamsters are behind me," he said. "My co-workers know that I'm going to tell them the truth. I won't lie to them and I'll stand behind them 100 percent. Solidarity and pride are what being a Teamster is about."

Ed Johnson

Steward, Costa Fruit

About a year and a half ago, Ed Johnson was diagnosed with prostate cancer. His solid relationship with his co-workers, who helped him out during his recovery, shows the Teamster bond that can develop between a good steward and his fellow workers.

"They really came through for me," Johnson said. "They got together and donated a bunch of their personal days to me so I could have more time for my recovery. It helped out and was greatly appreciated."

At Costa Fruit for 26 years now, Johnson said he enjoys his job and his co-workers, but his Teamster-negotiated benefits are another important advantage to the job.

"You can't beat the kind of benefits we have, but it's not only that. My wages are guaranteed for the next three years," Johnson said. "In an economy like the one we've got today, how many nonunion people can say that?"

Johnson has been a steward at Costa Fruit for about 10 years. It didn't take him long to settle into the responsibilities and build great relationships with his fellow Teamsters.

"I respect my guys and they respect me back," he said. "It can be a challenging job, but I enjoy it."

Local 25 Teamsters at Costa Fruit include a day crew consisting of warehouse and receiving workers, and a night crew that picks up orders and loads trucks, plus truck drivers. Johnson is a truck driver and delivers to hotels, schools and other locations in the area.

"I think Local 25 does a fantastic job," Johnson said, citing the local's leadership as one of its great attributes. "President O'Brien is a dedicated union man. At membership meetings at the local, you can see the passion he brings to this job."

Joe Foti

Steward, UPS

Joe Foti, a 16-year package-car driver for UPS in Chelmsford, has always been involved in his union. Starting out as an alternate steward in 1993, Foti learned the ropes, and has been leading his co-workers by example ever since.

"It's been the greatest joy of my life serving Local 25 and the International, trying to educate the members and get them more involved," Foti said. "We're kind of insulated at UPS from the outside world because of our good jobs with security and benefits. It's important to me to make my co-workers aware of what they have, who fought for those benefits and privileges, and about the great contract they enjoy."

As a shop steward, Foti deals with day-to-day concerns and enforcement of the contract. UPS is a constantly changing business, with new managers, staff and technology appearing regularly; therefore, Foti and his co-workers have to be prepared to adapt to the job and to protect their rights at work.

"No matter what, our Local 25 President, Sean O'Brien, has impressed upon us that we always need to be above the fray, be professional in the room no matter how management behaves, and do the job the best we can," Foti said.

Foti works on a daily basis with a wide range of people, from new Teamster members to 30-year Teamsters. Foti urges everyone to get involved in their union.

"I tell everyone that each member is a steward. I implore them to get involved, no matter where they work. It's great to be in a union like the Teamsters, and every member should recognize that it is their responsibility to get involved," Foti said.

Tom Aleks

Steward, Stop & Shop

Steward Tom Aleks has been with Stop & Shop since 1989. He is currently the steward for 35 members for the second shift in the Grocery side of the Freetown distribution facility.

Aleks is a high-lift operator, and he enjoys his job as a steward. "I find the job as Steward to be both gratifying and rewarding," Aleks said in a calm demeanor. Tom is in his ninth year as steward.

Aleks is very impressed with the leadership team in place at Teamsters Local 25.

"I am very pleased and impressed with President Sean O'Brien and his team at Local 25. I am glad we had Local 25 representing us when we negotiated the most recent contract." Stated Aleks, "It was a daunting task, I think we got a very fair deal for everybody and we closed the gap on the two-tier wage system. I am so happy to be part of Teamsters Local 25."

Tom Aleks feels bad when he can't deliver for his brothers and sisters in the workplace.

"The worst part of my job is when our members are not completely satisfied with the result of a grievance or an issue I was called in to help with," Aleks said.

However, Aleks works hard on behalf of his co-workers and is successful much of the time.

The former United States Marine and Toys For Tots volunteer lives in East Bridgewater with his wife and two sons.

Pensioners

Name	Company	Effective Date	Type
Thomas W Allen	Manfi Leasing Corp	Special Service Plan D	04/01/2009
James Andrews	Manfi Leasing Corp	Special Service Plan D	01/10/2009
Michael J Arnold	U S Foodservice Inc.	Early Retirement Pension	04/2009
Salvatore Basile	SCA Services Inc	Statutory Pension	02/01/2009
Manuel H Branco	Bird Inc./Northeast Roofing	Regular Pension	02/2009
Robert M Brennan	Jan Transport Inc.	Statutory Pension	03/2009
Dana J Brueggeman Sr.	Central Artery Tunnel Project	Statutory Pension	04/2009
Denis W Buckley	United Parcel Serv. Inc.	Disability Pension	12/2008
Thomas F Burns	U S Foodservice Inc	Disability Pension	11/01/2008
Daniel J Cain	United Parcel Serv. Inc.	Early Statutory	04/2009
Richard P Crosby	Mass Dispatch Inc	Statutory Pension	03/01/2009
William P Dooley	Stop & Shop Supermarket Co	Special Service Plan D	01/01/2009
Robert J Fitzgerald	SIWP/A J.V.	Regular Pension	03/01/2009
Paul R Flebotte	McCourt Construction	Early Retirement Pension	03/2009
William T Fosdick	United Parcel Serv. Inc.	Regular Pension	04/2009
Tommy Gardner	Butter & Co, Harry	Early Statutory	05/2009
John C Giddings	Tech Weld Corp	Early Statutory	05/2009
Richard M Hamilton	Purity Supreme Inc.	Early Statutory	05/2009
Brian J Hayden	Purity Supreme Inc.	Early Statutory	03/2009
Bernard J Hebert	Americold Corp.	Early Retirement Pension	05/2009
Robert M Keaney	Smiths Transfer Corp.	Statutory Pension	05/2009
Frank A Kimball	U S Foodservice Inc.	Year Special Service Plan D	05/2009
Delmar Lawson	Warehouse Transport Inc.	Statutory Pension	04/2009
Charles W Libbey	DHL Express (USA Inc.)	Regular Pension	01/2009
Walter O Loud	Star Market Companies Inc	Early Retirement Pension	01/01/2009
John C Lynn	United Parcel Serv. Inc.	Statutory Pension	05/2009
Robert H McCullough Jr.	Hutchinson Industries Inc	Regular Pension	01/01/2009
Roderick M McLellan	Manfi Leasing Corp	Year Special Service Plan C	04/2009
James L Morin	Brigham's Inc.	Early Retirement Pension	05/2009
John P Moylan	James Ferrera & Sons Inc.	Early Statutory	04/2009
Marcellus Newkirk	Bennett & Co Inc	Statutory Pension	04/01/2009
Thomas F Parsons	Ingalls Cronin Company	Early Statutory	05/2009
Anne E Paul-Schlegel	United Parcel Serv. Inc.	Disability Pension	03/2009
Richard Prader, Sr.	Stop & Shop Supermarket Co	Early Statutory	03/01/2009
Charles R Queen	Consolidated Frtwys Corp	Disability Pension	04/01/2009
John C Rawson	BFI/Allied Waste Ind Inc	Year Special Service Plan C	03/01/2009
Clair A Raymond	DHL Express (USA Inc.)	Statutory Pension	04/2009
Wayne A Rubino	Americold Corp	Early Retirement Pension	01/01/2009
Frederick H Ryer, Sr.	USF Red Star Express, Inc.	Early Retirement Pension	05/2009
Albert J Santamaria	Hutchinson Industries Inc	Early Retirement Pension	01/01/2009
Luis A Santiago	G A F Materials Corp.	Early Retirement Pension	03/2009
Peter F Shinney	Central Artery Tunnel Project	Statutory Pension	04/01/2009
Robert T Shone, Sr.	Lindenmeyr Munroe DV	Regular Pension	04/2009
Richard M Slack	Diehl Hardware & Lumberyard	Early Statutory	05/2009
David C Smallidge	The 357 Corp.	Disability Pension	04/2009
Robert C Stewart	A-P-A Transport Corp	Statutory Pension	03/01/2009
Edmund M Street	Roadway Express Inc	Statutory Pension	04/01/2009
Frank C Sylvia	Purity Supreme Inc.	Early Statutory	03/2009
John R Tango, Jr.	Friend Lumber Corp of Medford	Early Statutory	03/01/2009
Richard C Trabucco	Eckel Industries Inc.	Early Retirement Pension	05/2009
Joseph J Zeletsky, Jr.	Signal Delivery Service Inc	Statutory Pension	03/01/2009

In Memoriam

Name	Company
Arthur M. Caruso	National Trans
Robert W. Danna	March Transport
Anthony A. Dellefratte	Warehouse Trans
Ronald DiFazio	DHL
Joseph M. Duran	DHL
Frank W. Ferola	Boston Sand
William T. Gallagher	A.A.A
James P. Gerakines	North Reading Police Department
Edwin F. Gorman	Schiauone Construction
Gregory Mark Hamilton	Global
Christopher Haynes	Local 379
John Keane	Stop & Shop
Alfred D. Latour, Jr.	Bardon Trimount
Otto Legg	Pie Nationwide
Raymond D. Libby	Sealtest
William A. Magill	HOP
Joseph F. Mahoney	Brockway-Smith
John Manning	Purity Supreme
Francis A. Martinis	Axton Cross
John V. O' Callaghan	Atlas
John R. Peterson	Stop & Shop
James J. Rosel	Purity Supreme
John J. Russell	Riverside Trans
Rocco R. Sarno	Preston Trucking
Stephen S. Sinawski	Franklin Field
Robert F. Smith	Ryerson & Son
Dante Spezzafero	Warehouse Trans
Henry W. Thompson	D&O Trans Co.
Armando Trani	Signal Delivery
Joseph Voner	Whyte's Laundry
James M. White	Dooley Disposal

Retiree

Chapter News

Teamsters
Local 25
Retiree Chapter

Joe Conti
President

Chuck Durfee
Secretary-Treasurer

John "Johnny B" Buonaugurio
Vice President

Retiree News

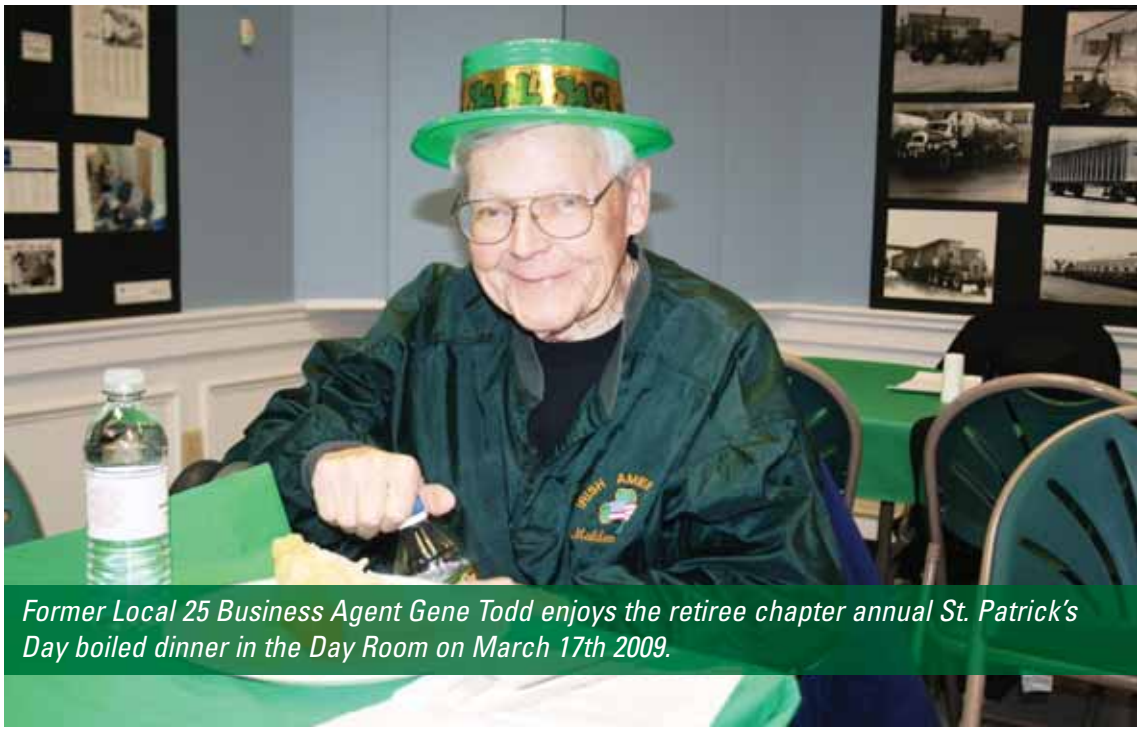
Retiree News

The weather was great and 220 members attended the breakfast meeting. President Conti read the names of 16 deceased members since our January meeting. Chuck Durfee read the Treasurers Report and it was accepted unanimously as read.

Joe introduced Nurse Marie McCune from Mt. Auburn Hospital. She gave a very informative talk on strokes, which is the number one cause of disabilities. She spoke of how important it is to have a level of awareness to be able to prevent strokes. The circulatory system, high blood pressure, and very importantly Atrial Fibrillation can all cause strokes but can be controlled. She said there are warning signs that everyone should be aware of like vision changes, garbled speech, unusual headache, sagging face, and numb and tingling arm. You have to call 911 and go to the emergency room with any of these signs. By getting help fast, the risk of disability may go down. Statistics show there is a higher risk to you if there are strokes in your family. Also, more men than women have strokes and with age strokes increase. She said it is very important that you keep track of your blood pressure and cholesterol; stop smoking as you will have a higher risk of stroke; if you have a head injury you should go to the hospital; and blood pressure medicines need to be taken all the time. She gave us a lot of good information and stayed after her talk to answer lots of questions.

Joe turned the meeting over to the Nomination Chairman Joe Evans, who did an excellent job assisted by Tom Downing. After the nominations there was no opposition, so Chairman Joe Evans declared the nominations closed and that the candidates were elected by acclamation to serve another 3 years through 2012.

The Teamster clock was won by Sunny Nuzzo. The $25 door prize was won by Ron Martis, Joe Tamtrosio, Joe Wells and Rickey White. Joe Evans won the 50/50 drawing and donated $100 to fight Autism.



Former Local 25 Business Agent Gene Todd enjoys the retiree chapter annual St. Patrick's Day boiled dinner in the Day Room on March 17th 2009.

Welcome Aboard!

James Donovan
Star Market

Robert Gioffreda
Gioffreda Trk

John Iannuzzi
Stop & Shop

John Kather
Allied Systems

John Lynn
UPS

Terry Pisani
Roadway

Mark Strong
New Penn

Retiree Events

A Saint Patrick's Day dinner was held in the dayroom and there was a great turnout with approximately 50 people attending. The meal was excellent and the pork shoulders and vegetables were perfectly cooked thanks to Retiree President Joe Conti, Whitey Chambers and Ron Simpson. Thanks to Joe (Bananas) LoGrippo and Johnny B. for donating the vegetables. For dessert we had a large cake with green frosting with the retiree Teamsters logo. Also thanks to the members who stayed and helped with the cleanup.

Teamster's day at the races at Suffolk Downs was a perfect day with a great turnout thanks again to Johnny B. Everyone had a great meal and a super time.

The 25 Year anniversary of our Retiree Chapter dinner/dance held at the Irish American Club on June 20 was a huge success thanks to the efforts of President Joe Conti and the executive board. Joe Conti thanked everyone for coming out to celebrate that terrific milestone of 25 years. He asked all to stand for a moment of silence for our deceased members. Dinner was served and there was an abundance of food served family style. The DJ was dancing and singing all evening and kept everyone entertained. We received many compliments about the food and entertainment from our retired members, their families and guests.

Assistant Director Carl (Hands) Paullet brought greetings from International President James P. Hoffa in Washington, D.C. He spoke of how our retiree chapter is well run and respected. A special thanks goes to the President of Local 25 Sean O'Brien for taking time out of his busy schedule for attending and helping celebrate our 25th anniversary. Also thanks to the active Teamsters, their spouses and officers. As usual Sean had nothing but praise for the Local 25 Retiree Chapter saying that it is the best in the country. Sean and the O'Brien slate presented a $1,000 check to the Retiree Chapter. The Teamster clock was won by Mary Ann Kempton. There was a 50-50 raffle won by Bonnie Lally. Two door prizes of $50 each were won by Margie MacDonald and Ann Nastasca.

Next Breakfast Meeting October 8, 2009

Bill Burpee
Recording-Secretary

Kevin Lally
Trustee

Herb Andrews
Trustee

Dan Splaine
Trustee

The Spokesman
Summer 2009

The Spokesman (USPS 613-400)
is published by
Teamsters Local 25,
International Brotherhood of
Teamsters, 544 Main Street,
Boston, MA 02129-1113.
Telephone (617) 241-8825.
Periodicals Class Postage Paid
at Boston, MA

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Topic: What was the worst job you or a family member ever held, and how would a labor union, such as the Teamsters, have made the situation better?

THE JAMES R. HOFFA MEMORIAL SCHOLARSHIP FUND

2009 Essay Contest

For Students attending a community college, 4-year institution or a technical/vocational program, Age 23 and Younger, who are Children or Grandchildren of Teamster Members.

Deadline for submissions is September 30, 2009

For an application, contact your Teamsters Local Union office or visit www.teamster.org